

Announcing the World's
First Executive Conference
on How to Build Tomorrow's

HIGH PERFORMANCE WORKFORCE

MAY 28-29, 2014 • ATLANTA, GA

- Assemble and keep the right combination of talent to gain sustainable competitive advantage
- Create an infrastructure that empowers employees to consistently deliver extraordinary performance.
- Engage the workforce for maximum productivity and results.

"A highly skilled, innovative, high-performance workforce is essential ... to remain vibrant and to compete successfully in a global economy."

John Engler, President,
National Association of Manufacturers ¹

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\$300

When You
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April 30!



High Performance
Workforce Summit

ONLINE

www.HighPerformanceWorkforceSummit.com

EMAIL

Events@TLNT.com

PHONE

800.811.1779



Could Building a High Performance Workforce Be the Greatest HR Challenge of the 21st Century?

Dear HR Executive:

Building the high performance workforce is a top management priority for companies that want to survive, thrive, and lead in the 21st century:

- ✓ An article in Bloomberg Businessweek declares: "A committed, high-performance workforce is the heart and engine of any organization." ²
- ✓ The Bailey Group states that "focusing on building a high-performance workforce drives higher quality and customer satisfaction, revenue growth, and company profitability." ³
- ✓ A special report from Accenture says "high-performance organizations prosper through all economic cycles due in large part to their ability to leverage and apply the talents of their employees." ⁴

And when it comes to transforming your workers into a high-performance, high-productivity workforce, your C-level executives are looking to you ... and your entire HR department ...to help make it happen.

Well, there are 3 critical steps to making tomorrow's high-performance a reality starting right now:

- 1 **Assembling the right talent and expertise** ... to gain sustainable competitive advantage.
- 2 **Creating an empowering infrastructure** ... one that enables employees to deliver their best work both individually and in teams.
- 3 **Engaging the workforce** ... so they are always motivated to produce at peak capacity for maximum productivity and results.

The High Performance Workforce Summit is the first – and only -- HR conference that gives you 23 sessions ... from 17 top HR and management executives ...

...all designed to empower YOU to make a spectacularly effective contribution to the assembling, development, and management of your company's high performance workforce ... by mastering these 3 key areas.

We've got sessions for you on: workforce planning ... redesigning organization structures ... recruiting for the high performance workshop ... performance management ... worker engagement ... training the high performance workforce ... and much more.

The pressure to help line managers build the high performance workforce of the future is already on, and the heat is only going to get turned up with each passing month. So now is the time to get up to speed – and ahead of the curve.

To register for the High Performance Workforce Summit, call **800-811-1779**. Or visit:

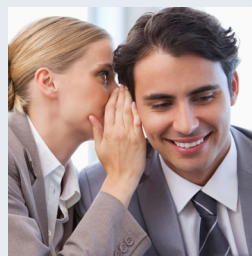
www.HighPerformanceWorkforceSummit.com

Sincerely,

Ron Mester
CEO & PUBLISHER
TLNT.com

The **3 Secrets** to Building A High Performance Workforce - and

HOW HR CAN HELP MAKE IT A REALITY.



Everybody's talking about how vital it is for organizations to build, manage, and empower a super-productive workforce.

But few HR and line executives have mastered the 3 core competencies they need to help their organizations build and manage high performance workforces.

Now, at the High Performance Workforce Summit 2014, you can get proven strategies and innovative ideas for using all 3 to give your organization a sustainable competitive edge for the 21st century:



HIRING THE RIGHT TALENT AND EXPERTISE.

Yes, hire the right employees. But talent acquisition today means you must also get the right temps, contractors, and professional service firms. These all comprise the "talent" that you must form into great teams. Accomplishing this, while quickly weeding out the "wrong" talent, is a critical discipline for building a High Performance Workforce.

CREATING AN EMPOWERING INFRASTRUCTURE.

The right talent also needs the right tools and technology, the right organization structure, the right processes, and the right policies to hit peak performance and flexibility.



ENGAGING THE WORKFORCE.

The third core competency you'll build at the High Performance Workforce Summit is tactics and techniques for fully engaging your workforce.

Research shows that the more workers are engaged, the greater their performance and output. For instance, in the UK, engaged employees take less than half the number of sick days of workers who are not so engaged – resulting in higher productivity.⁵

What IBM, Merck, General Mills, and Others Can Teach You About High Performance Workforces

Our roster of speakers includes CHROs, senior operating executives, chief learning officers, and directors of workplace planning from leading corporations including General Mills, Hilton Worldwide, Raytheon, Merck, IBM, and more.

From them – and hundreds of your peers in attendance – you'll gain visionary and practical know-how ... best practices, key trends, and proven tools to leverage your organization's collective talent for business success.

Why Haven't More HR Executives **Mastered** These

3 CORE COMPETENCIES



For Building the High Performance Workforce?

Now You Can—In Just 2 Full Days in May—With a Little Help From Some of the Top HR and Workplace Specialists on the Planet. Here's what you'll learn at the High Performance Workforce Summit in May 2014....

WED		MAY 28, 2014		
8:30 AM 9:30 AM	GENERAL SESSION	The Radically Changed Work Environment: Implications for Building a High Performance Workforce Diane Gherson, Senior VP of HR, IBM Discover what's working in today's "agile world" when it comes to building a high-performance workforce.		
9:30 AM 10:15 AM	GENERAL SESSION	Preparing Your Company's Leaders for Building a High Performance Workforce Hy Pomerance, CHRO, New York Life Define and execute HR's role in helping senior executives and managers create a high-performance workforce.		
10:45 AM 12:00 PM	ROUNDTABLES	Roundtable Discussions with Extraordinary Colleagues Dive deep into your most pressing high-performance workforce issues with a small group of peers facing similar challenges. Gain new insights and an expanded network.		
1:30 PM 2:15 PM	RIGHT TALENT	State-of-the-Art Workforce Planning: Optimizing Talent Mix vs. Projecting Headcount Ross Sparkman, Director of Global Strategic Workforce Planning, GE Aviation How predictive analytics can help optimize workforce planning.	PERFORMANCE-ENHANCING INFRASTRUCTURE Rethinking Organization Structure and Work Processes: New Design Principles to Drive Workforce Flexibility Tim Gardner, Director of Organizational Effectiveness, Kimberly-Clark Corporation Innovative approaches to organization structure and work processes that enable flexibility for quick reaction to threats, opportunities, and market shifts.	UNWAVERING ENGAGEMENT Redesign Incentives to Drive Productivity and Employee Engagement Up While Saving \$200 Million: A Case Study Beth Taska, EVP of HR, 24 Hour Fitness How the Gap increased productivity 20% and saved \$200 million in one year through dramatic improvement in employee engagement, all while in the midst of workforce reductions.
2:30 PM 3:15 PM	RIGHT TALENT	How the Best Recruiting Teams Recruit for a High Performance Workforce Larry Clifton, CHRO, CACI How recruiting the right talent helped CACI reduce days-to-fill to 22 and cost-per-hire to \$2,731 while hiring 4,000 people annually.	PERFORMANCE-ENHANCING INFRASTRUCTURE Activating Middle Managers as Agents of Workforce Transformation David Deacon, Chief Talent Officer, MasterCard How MasterCard leveraged the power and influence of their middle managers to rapidly improve innovation and agility.	UNWAVERING ENGAGEMENT Zero-In on Your Top 1% of Key Roles to Build Disproportionate Shareholder Value Alison Marandola, Senior Director for Key Talent, AECOM The 150 most critical roles for business success – and how to evaluate the performance, fit, engagement, and retention risk of incumbents in each.

WED

MAY 28, 2014 : continued

3:45 PM
4:30 PM

RIGHT TALENT

Re-Imagining Performance Management: Yesterday's Administrative Burden Now Drives Hard Business Outcomes**Kenneth Finneran, Chief People Officer, Americas Hellman Worldwide Logistics**

The secret to identifying great performers – and why you need to replace poor performers quickly.

PERFORMANCE-ENHANCING
INFRASTRUCTURE**Powerful Internal Communication: New Information Sharing Model to Unleash Higher Workforce Performance****Kevin Wilde, Chief Learning Officer, General Mills**

A new way to give workers access to the mission-critical information they need to do their jobs.

UNWAVERING ENGAGEMENT

Turning Human Capital Upside Down: A Surprising New Paradigm for Engaging Workers**Tom Davenport, Director, Towers Watson**

Discover a completely different approach for achieving extraordinary worker engagement.

4:45 PM
5:30 PM

GENERAL SESSION

Beyond Employees: A Total Talent Approach to Building a High Performance Workforce**Ron Mester, Publisher & CEO, TLNT/ERE Media, Inc. • Hy Pomerance, Senior VP & Chief HR Officer, New York Life • Jason Ezratty, President, Brightfield Strategies • Gary McMurray, Associate Director for Industry, Georgia Institute of Technology**
Integrating temps, independent contractors, offshore workers, outsourced services, professional services, employees, and even robots in today's new blended workforce.

THUR

MAY 29, 2014

8:30 AM
9:45 AM

KEYNOTE SESSION

The Winners Circle: FORTUNE Best Companies to Work For® Leaders Share Practical Advice for Building a High Performance Workforce**China Gorman, CEO, Great Place to Work • Linda Matzigkeit, Chief Administrative Officer, Children's Healthcare of Atlanta • Samir Gupta, Senior VP, Culture, Darden Restaurants • Gwen Seeboth, Director of Customer Relations, ACUITY**

How to build an award-winning culture that boosts worker productivity and performance.

10:15 AM
11:00 AM

GENERAL SESSION

Critical Factors for Driving Workforce Performance and Financial Results**Kenneth Carrig and Mark Chancy, SunTrust Banks, Inc.**

How to identify the 3 critical factors that drive 80% of your company's workforce.

11:00 AM
11:45 AM

GENERAL SESSION

Building a Global High Performance Workforce: A Practical, Real-World Framework**Dottie Brienza, Head of Global Talent Management, Merck**

Learn a framework for when to apply global vs. local workforce approaches.

1:15 PM
2:00 PM

RIGHT TALENT

Large-Scale Training Done Right: A Powerful Lever for Driving Performance**Kimo Kippen, Chief Learning Officer, Hilton Worldwide**How Hilton trained 300,000 employees in 90 countries to consistently deliver concierge-level at its almost 4,000 hotels¹PERFORMANCE-ENHANCING
INFRASTRUCTURE**Technology and Tools for Workers: Driving Productivity without Breaking Budgets**

Best practices for identifying and choosing the technology and tools your workers need to enhance performance and results.

UNWAVERING ENGAGEMENT

Using Predictive Analytics to Drive Workforce Engagement: Deriving Far Greater Value from Your Employee Surveys**Robert Motion, Director of Enterprise Workforce Planning, Raytheon**

Using predictive analytics to extract actionable insights from employee survey data – and then increase engagement and productivity based on data analysis.

2:15 PM
3:00 PM

RIGHT TALENT

Large-Scale Employee Retention Improvement: A Path to Higher Performance and Lower Costs**Mike Williams, VP HR, Trinity Industries**

How Trinity Industries achieved a 30% retention improvement in a company of 18,000 employees and saved \$25 million a year in recruitment and contingent labor costs.

PERFORMANCE-ENHANCING
INFRASTRUCTURE**Workplace Policy Creation the Modern Way: Saying YES to High Performance and Profitability****Bradford Wilkins, Director of HR Services, Adcap Network Systems**

The keys to creating performance-enhancing workplace policies. Plus: why wrong-minded policies can damage recruiting, retention, and engagement.

UNWAVERING ENGAGEMENT

Engagement through Emotional Connection: Powerful Approaches to Engaging Next Gen Workers**Adam Malamut, Global HR Officer, Marriott International**

Using "emotional connection" to engage next gen workers and deliver compelling and unique customer experiences.

3:10 PM
4:00 PM

GENERAL SESSION

High Impact HR: Going Beyond Typical Approaches to Build a High Performance Workforce**Rich Iorio, CHRO, University of Chicago**

The role of HR in helping line managers build a high performance workforce.

Join This **Remarkable** Group of
**CHRO & EXECUTIVE
 SPEAKERS**

At the World's First High Performance
 Executive Summit in Atlanta, GA This May....



Dottie Brienza
 Head of Global Talent
 Management
Merck



Kenneth Carrig
 Corporate Executive VP
 and Chief HR Officer
Towers Watson



Mark Chancy
 President, Wholesale
 Banking
SunTrust Banks, Inc.



Larry Clifton
 Executive Vice President
 & Chief HR Officer
CACI



Tom Davenport
 Director
Towers Watson



David Deacon
 Chief Talent Officer
MasterCard



Jason Ezratty
 President
Brightfield Strategies



Kenneth Finneran
 Chief People Officer
**Hellman Worldwide
 Logistics, Inc.**



Tim Gardner
 Director of Organizational
 Effectiveness
Kimberly-Clark Corp.



Diane Gherson
 Senior Vice President,
 Human Resources
IBM



China Gorman
 Chief Executive Officer
Great Place to Work



Samir Gupte
 Senior Vice President,
 Culture
Darden Restaurants



Rich Iorio
 Chief Human Resources
 Officer
University of Chicago



Kimo Kippen
 Chief Learning
 Officer
Hilton Worldwide



Adam Malamut
 Global HR Officer
**Marriott International,
 Inc.**



Allison Marandola
 Senior Director for Key
 Talent
AECOM



Linda Matzigkeit
 Chief Administrative Officer
**Children's Healthcare
 of Atlanta**



Gary McMurray
 Associate Director for
 Industry
**Georgia Institute of
 Technology**



Ron Mester
 Publisher and CEO
**TLNT/ERE Media,
 Inc.**



Robert Motion
 Director, Enterprise
 Workforce Planning
Raytheon



Hy Pomerance
 Senior Vice President &
 Chief Human Resources
 Officer
New York Life



Gwen Seeboth
 Director of Customer
 Relations
ACUITY



Ross Sparkman
 Director, Global Strategic
 Workforce Planning and
 Analytics
GE Aviation



Beth Taska
 EVP/Chief Human
 Resources Officer
24 Hour Fitness



Kevin Wilde
 VP, Org Effectiveness
 & Chief Learning Officer
General Mills



Bradford Wilkins
 Director, Talent
 Management & HR
Adcap Network Systems



Mike Williams
 Vice President, Human
 Resources
Trinity Industries, Inc.



The High Performance Workforce Summit 2014. Details at a Glance.



Hotel Information

Atlanta Marriott Marquis
265 Peachtree Center Ave.
Atlanta, Georgia 30303
Phone: 1-404-521-0000. All sessions and other events will be held in the hotel.



Room Reservations

To book discounted rooms, call the Marriott directly at (888) 855-5701 and reference "High Performance Workforce Summit"



Questions

If you have any questions, please contact our events team at 800.811.1779 or email us at events@TLNT.com.

REGISTER TODAY

Save \$300 When You Register by April 30th!

FULL CONFERENCE PASS

\$1,795

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\$1,495

Build Your Personal High Performance Workforce Network

One added benefit of the Summit is an unprecedented opportunity to rub shoulders and swap war stories with your peers – fellow HR executives, some of whom may have already faced, and solved, the challenge in high performance workforce development you're now struggling with. Why not shortcut the learning curve and apply their proven solutions to your business?

About the Conference Organizer, TLNT.com

With over 280,000 readers every month, TLNT.com is one of the largest and fastest-growing information sites focused on talent. Nearly 40% of our readers are operating executives, sales leaders, product managers, and other business leaders who hire, manage, or lead teams.

Our DNA is business. Our expertise is talent. And that's how we approached organizing the High Performance Workforce Summit.

Thank You To Our Sponsors!



Building the High Performance Workforce:

ARE YOU READY?

TAKE THIS SIMPLE QUIZ

Would you like to build a large network of CHROs and other peers whom you can call on when you need advice on building your high performance workforce?

☐ YES ☐ NO

Is attracting and retaining the right talent a critical step in assembling your high performance workforce?

☐ YES ☐ NO

Should your company's organizational structure and processes be improved or revamped to empower a 21st century workforce?

☐ YES ☐ NO

Is there room for your management to more fully engage the workforce to drive performance to the next level of productivity and results?

☐ YES ☐ NO

Scoring: If you answered "yes" to one or more questions, you can gain know-how, ideas, and field-tested strategies for solving these problems at the...



High Performance Workforce Summit

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SOURCES

1. http://www.finfacts.ie/irishfinanceneWS/US_manufacturers_hit_by_chronic_skills_shortages_4015.shtml Finfacts Ireland, Nov. 22, 2005; US manufacturers hit by chronic skills' shortages
2. <http://www.businessweek.com/stories/2008-09-19/the-global-talent-crisisbusinessweek-business-news-stock-market-and-financial-advice> Bloomberg Businessweek, September 19, 2008: The Global Talent Crisis
3. <http://thebaileygroup.com/a-high-performance-workforce-delivers-bottom-line-results/> The Bailey Group (blog), a "leadership development" company, undated: A High Performance Workforce Delivers Bottom-Line Results
4. http://www.accenture.com/SiteCollectionDocuments/PDF/260Accenture_HR_BPO_Making_the_Most_of_Your_Workforce_Investment_Brochure.pdf
5. <http://www.forbes.com/sites/kevinkruse/2012/09/04/why-employee-engagement/2/> Forbes, September 4, 2012: Why Employee engagement? (These 28 Research Studies Prove the Benefits)

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